



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

March 26, 2003

MEMORANDUM FOR DEPUTY CHIEF OF STAFF, G-1

SUBJECT: Civilian Career Progression

Reference:

- a. Memorandum, Deputy Chief of Staff (DCS), G-1 (DAPE-ZA), subject: Third Wave Exemption Requests, January 15, 2002.
- b. Briefing, "Assessment: 3rd Wave Impact on Remaining Core Workforce; Focus Area Career Progression and Stability" by DCS, G-1 (DAPE-CP), January 30, 2003 (Enclosure 1).

The issue of civilian career progression has been raised in several exemption requests. Rather than address the topic on a case-by-case basis, this memorandum will establish a policy to be applied on an Army-wide basis. This decision is directed to G-1 as the proponent for civilian career progression.

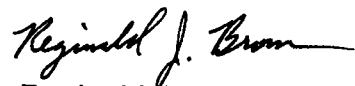
In the future, the only recognition of civilian career progression is to fill those positions that are core competencies and those positions that are inherently Governmental. This includes positions which are currently encumbered by military which have been targeted for conversion and are core or inherently Governmental.

The essential question common to all functional areas concerns what ratio of entry level to highlevel positions is necessary to sustain the grade structure, maximizing cross-functional hires. The analysis by the Office of the Assistant G-1 for Civilian Personnel Policy states that the current core workforce structure is not sustainable due to inadequate strengths at grades GS-11 and below and that a 1.6 to 1 ratio of lower grade positions to higher grade positions is necessary. This formula takes into consideration the expected impact of retirements through FY2011 (Enclosure 2). Additionally it assumes a 50 percent accession rate from outside the Army and from within and across occupations, where appropriate (Enclosure 3 shows series which may be substituted at the present time). The analyses supporting this determination are at Enclosures 3 and 4.

This formula is based on a 24-year standard of experienced gains and losses by grade. The formula may require re-adjustment in the event that planned legislative and administrative efforts to reform the process to provide greater flexibility to managers and employees occurs. The expectation is that efforts to increase accessions from outside the Army will increase; that the personnel hiring and promotion process will be

streamlined; that managers will have greater authority to recruit and hire; and that barriers to attracting and retaining a robust work force premised on seniority and credentialing will be reduced.

Non-core positions that have been exempted may serve as a pool for fulfilling career progression requirements. Therefore, the career progression exemption will be applied concurrent with other exemptions. These assumptions may change in the event the magnitude of core positions substantially increase.



Reginald J. Brown
Assistant Secretary of the Army
(Manpower and Reserve Affairs)

Enclosures

ENCLOSURE 1

**Assessment: 3rd wave impact on
remaining core workforce**

**Focus Area: Career Progression
& Stability**

Briefing for John Anderson

By DAPE-CPP

30 Jan 03

Authorization data base analyzed

- Approach: Decipher the Core vs. NoN-Core Authorizations and examine the Core Workforce vs. Non-Core series compositions and grade distributions
- Findings:

Core					
Population Name	Starting Total	Authorizations	Ending Total	Database Showing	
1 Foreign Nationals	108,527 -	11,695 =	96,832	96,832	
2 Military (Officers, Enlisted, Warrant)	96,832 -	58,747 =	38,085	38,085	
3 Demo Projects	38,085 -	4,069 =	34,016	34,016	
4 Wage	34,016 -	7,608 =	26,408	26,408	

Non Core					
Population Name	Starting Total	Authorizations	Ending Total	Database Showing	
1 Foreign Nationals	167,875 -	14,029 =	153,846	153,846	
2 Military (Officers, Enlisted, Warrant)	153,846 -	36,296 =	117,550	117,546	
3 Demo Projects	117,550 -	3,229 =	114,321	114,317	
4 Wage	114,321 -	14,633 =	99,688	99,687	

The Key Questions/Findings/Analytic Approach

What is required to sustain a grade structure?

Optimal ratio between high to low grade strengths starting from head grade on down has to be maintained to allow for progression and stability

Optimal ratio between grade losses to grade strength has to be maintained to prevent losses from exceeding strength

Occupational composition preserved to allow for grade progression from within as well as across series

If optimal ratios are not met consequences are: loss of tail strength, decrease in female strength, and decreased education level categories of >BS<MS & >MS

Is remaining structure sustainable?

Finding: not sustainable – inadequate grade 11 and below strength distribution and occupational compositions

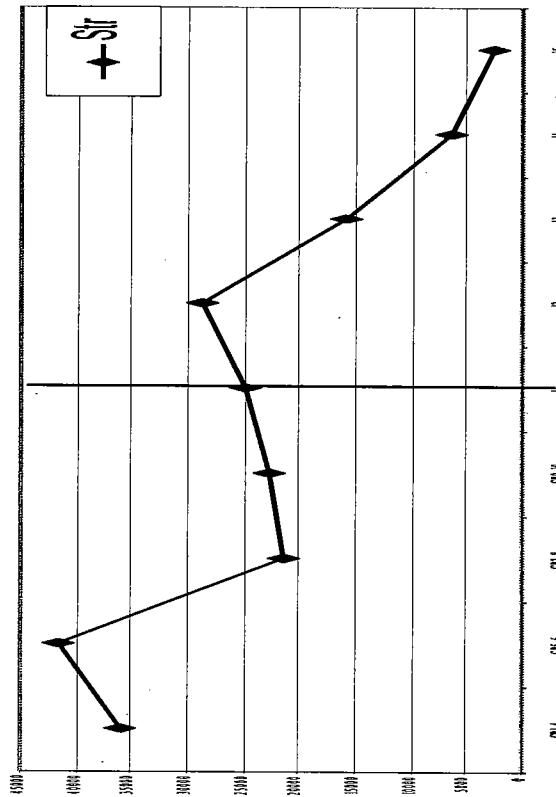
If not, what is needed to make it sustainable?

1. Apply the high to low grade ratios as observed in optimal grade structure
2. Move non - core series/grades back into core and examine occupational family impact that incorporates series crossovers. Increase the tail to head ratio

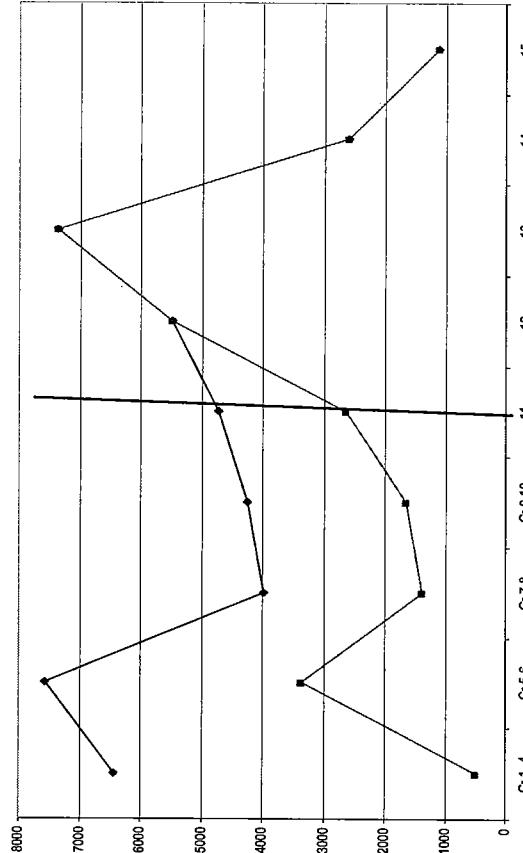
Analytic Approach: Evaluate by varying accession levels on losses and grade strength by examining 24 years of data - 6 trend points – 4 years per trend - 3 trend prior to 89 - (12 years pre-draw-down baseline) and 3 trend prior to 02 (12 years draw-down baseline)

Application of the standard grade ratios to optimize core tail

Grade Strength 78-02 - 24 year average



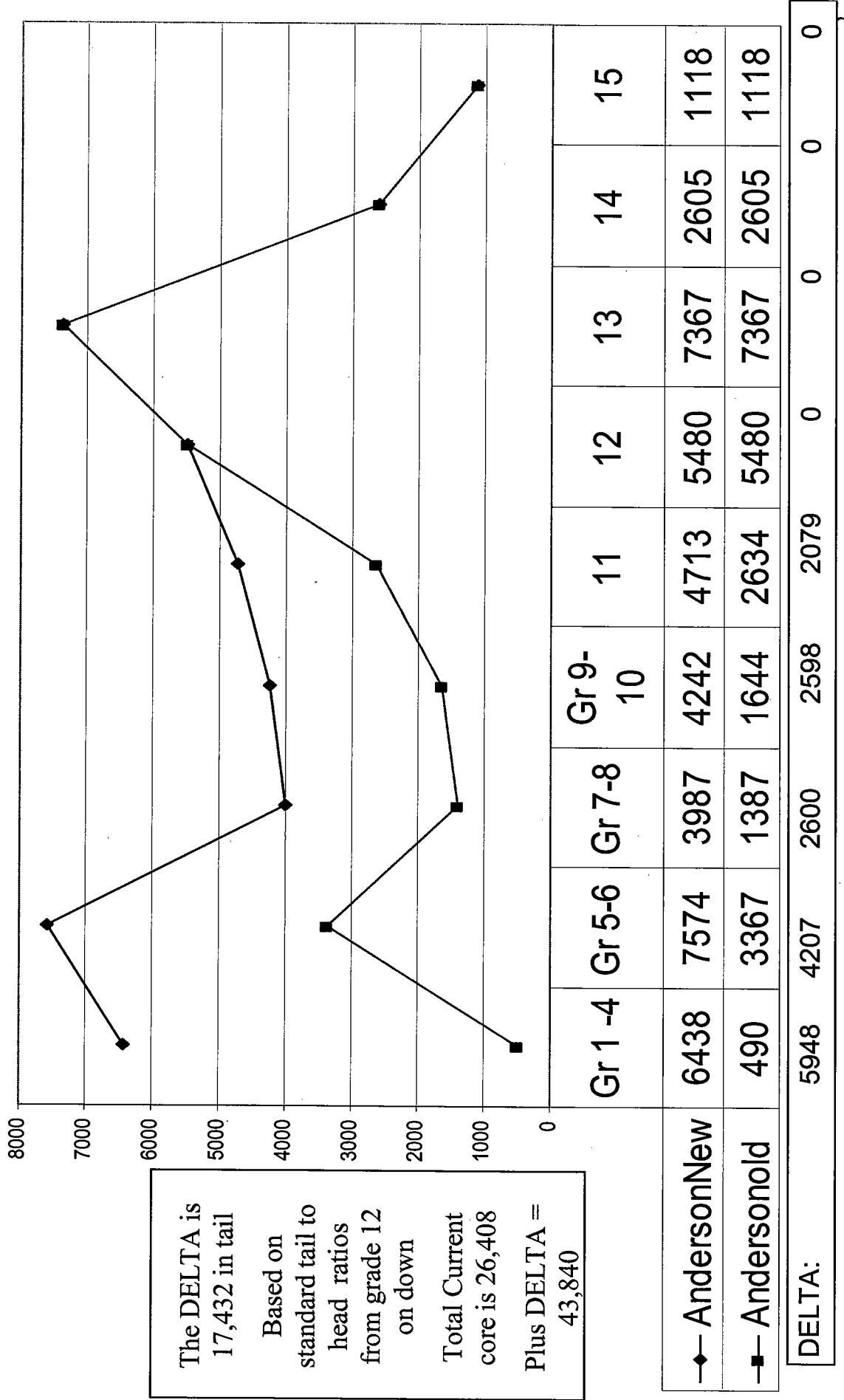
Core Grade structure fixed to mimic the 78-02 profile of grade structure



STANDARD TAIL

OPTIMIZATION
OF CORE TAIL

Impact of Core Grade Structure Tail Optimization



Current Core/Non-Core Distributions by Occupational Categories

Before/after Contracting Out/Reducing to MEO

PATCOB Category	Core Grades 1-11	Core Grades 12+	Non-Core Grades 1-11	Non-Core Grades 12+	Total Grades 1-11	Total Grades GS-12+
Professional	1534	9611	7526	12547	9060	22158
Administrative	2342	6675	22131	18653	24473	25328
Technical	717	429	13229	702	13931	1131
Clerical	892	3	24622	90	24712	93
Other	4037	83	154	7	161	90
Before Total	9522	16801	67662	31999	72337	48800
Increase BY	17,432					
Rule - 50%			33,831			
Rule - 36%			12,179			
Result - remaining			21,651			
Add to Core	17,432		4,219			
After Total	26,954	16801	4,219	31999	31,173	48800
BEFORE - 17K						
						Top approach: $67662 - 17,432 = 50,230$ then 50%, 36%
						50% of non-core jobs contracted out plus 36% reduction
						16,074

Current Core/Non-Core Grade Distributions vs Optimized Core Tail

Authorization

25000

20000
15000
10000
5000
0

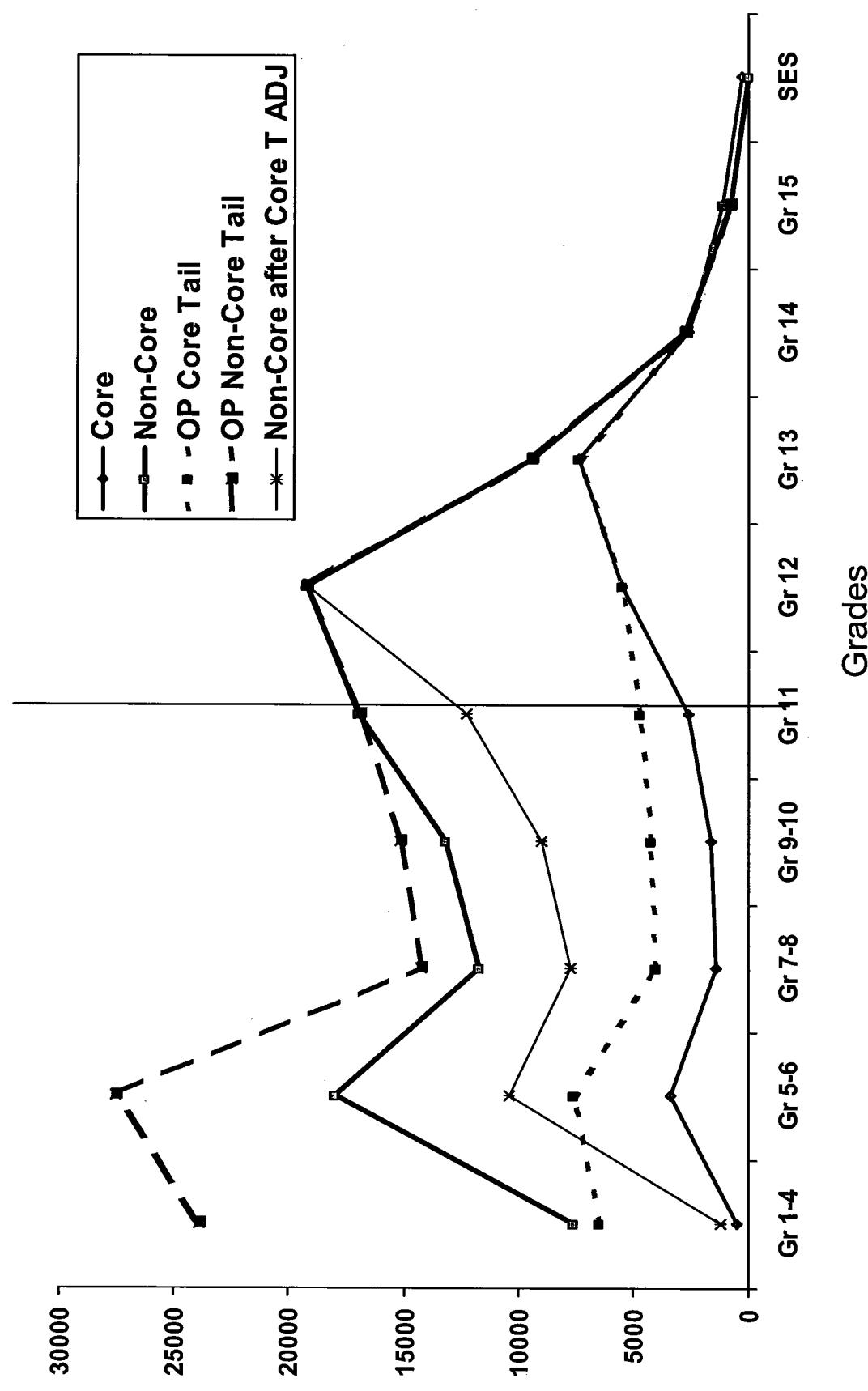
Core
Non-Core

Gr 1-4 Gr 5-6 Gr 7-8 Gr 9-10 Gr 11 Gr 12 Gr 13 Gr 14 Gr 15 SES

0

Grades

Current Core/Non-Core Grade Distributions vs Optimized Core Tail



Grade Ratios of Tails to Heads for Core and Non-Core Before and After Optimizations

	Gr 1-4	Gr 5-6	Gr 7-8	Gr 9-10	Gr 11	Gr 12	Gr 13	Gr 14	Gr 15	Total	% total RAT
Core	490	3367	1387	1644	2634	5480	7367	2605	1118	26092	36%
Non-Core	7601	17968	11715	13220	17025	19267	9394	2713	753	99656	0.6
OP Core Tail	6438	7574	3987	4242	4713	5480	7367	2605	1118	32127	68%
Non-Core Tail after OPC	1163	10394	7728	8978	12312	19267	9394	2713	753	16570	2.1
OP Non-Core Tail	23900	27510	14297	15210	16900	19267	9394	2713	753	32127	3.0
Standard 78-02 structure	61%	1.6									

When OP Core Grd 12 = 5480 (13% of total str); Tail 11 and below must = 62% of total to maintain ratio of 1.6 Tail to 1 Head

When OP Non-Core Grd 12 is 19267 (3 times greater than 5480) then Tail 11 and below must = 75% of total & ratio must be 3 Tail to 1 Head

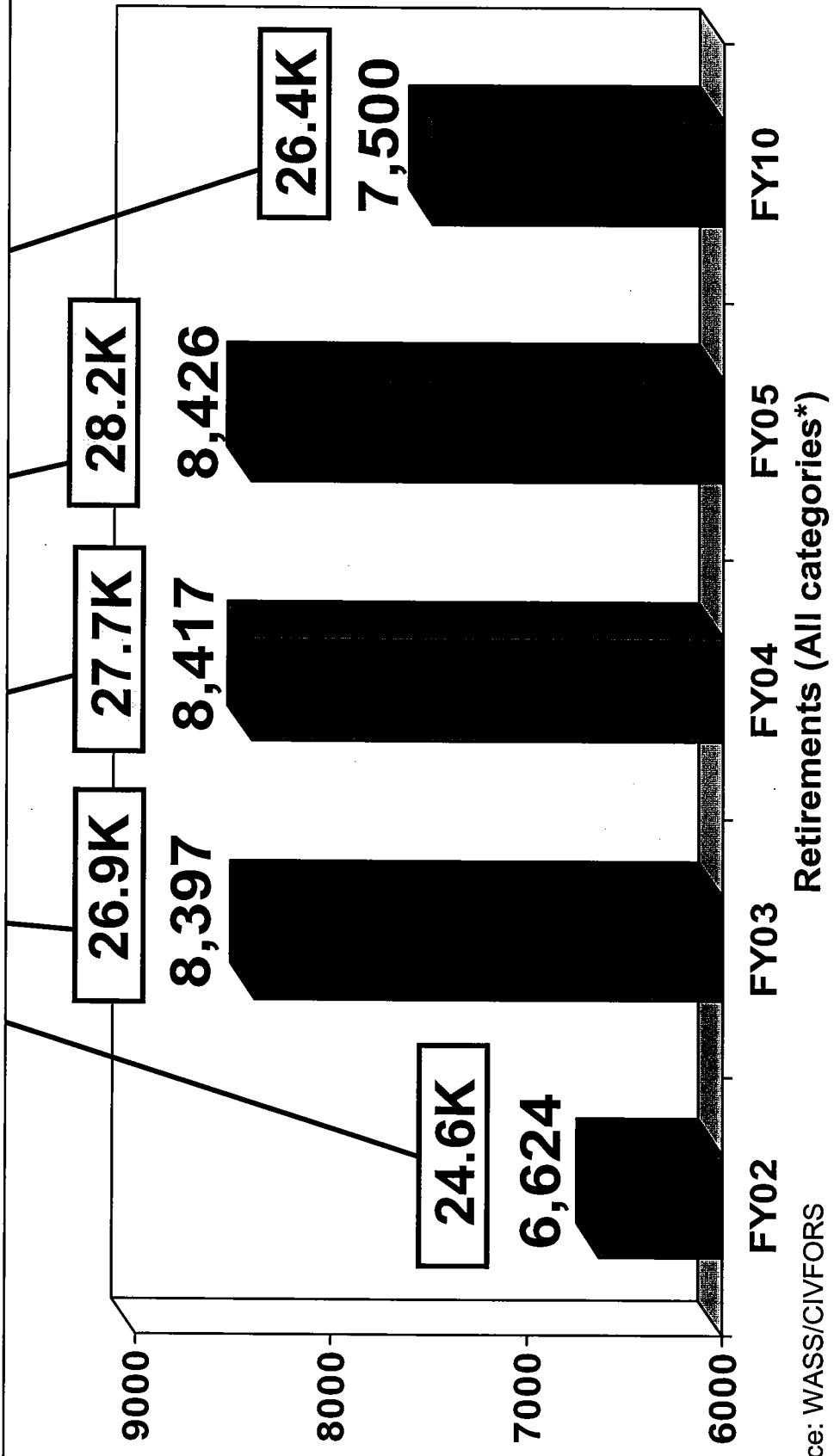
Bottom lines

- To supplement the Core tail 17432 Non-Core positions need to be moved to Core tail (grades 11 and below)
- The decremented Non-Core Tails becomes $50,230 - 17432 = 50,230$)
- To fix the Non-Core Tail need $30,288$ ($129944 - 99656 = 30,288$)
- Options : Apply the 50% and then the 36% rule to 50,230 off top approach = 16,074; leaves 14,214 short of the 30,288 to replace from outside; or apply the 50% and then the 36% off bottom approach = 4,219; leaves 26,069 of the 30,288 to replace from outside

ENCLOSURE 2

*Projected Retirements**

Accession Requirement = Replacing Retirements + Other Losses



Source: WASS/CIVFOR
U.S. Direct Hire, Appropriated Fund, Military Function
*Optional, early, FERs, etc.

ENCLOSURE 3

**Distribution of Head/Tail by PATCOB Category - Core Positions
(Residual Workforce if All Non-Core Work Is Contracted Out)**

PATCOB Category	CORE GRADES		CORE GRADES		Total Core	% Core
	1-11	%	12+	%		
Professional	1534	16%	9611	57%	11145	42%
Administrative	2342	24%	6675	40%	9017	34%
Technical	717	7%	429	3%	1146	4%
Clerical	892	9%	3	0%	895	3%
Other	4122	43%	83	0%	4205	16%
Total	9607		16801		26408	

Core Workforce (Residual Workforce if 100% of Non-Core Positions Are Contracted) - PATCOB View

PATCOB	Occupational Title	Series	CORE GRADES 1-12+		Total Core	PROONENT
			11	12+		
A	Quality Assurance	1910	610	511	1121	Sch/Aviation Cen
A	Security Admin	80	516	487	1003	MP School
A	Equipment Spec	1670	144	77	221	DCSLOG/ACE/Aviation
A	EEO	260	96	74	270	ASA(MRA)
A	Equal Opportunity Compl	360	6	2	8	Multiple
A	General Business/Industry	1101	107	111	218	AMC
A	General Supply	2001	56	27	83	AMC/DCSLOG
A	Inventory Mgmt	2010	31	10	41	AMC/DCSLOG
A	Distribution/Storage Mgmt	2030	16	6	22	AMC/DCSLOG
A	Supply Program Mgmt	2003	17	70	87	AMC/DCSLOG
A	Miscell Admin/Program Mgmt/Program Analysis	301	104	1192	1296	Multiple
A	Logistics Mgmt	343	124	1024	1148	Multiple
A	Intelligence	346	40	658	698	Multiple
A	Financial Admin/Prog	132	67	429	496	Intel Center
A	Financial Mgmt	501	4	57	61	ASA(FM)/CFSC
A	Budget Analysis	505	0	23	23	ASA(FM)/CFSC
A	Computer Spec	560	57	353	410	ASA(FM)/CFSC
A	Military Personnel Mgmt	334	74	196	270	DISC4
A	HR Management	205	1	39	40	AG School
A	Labor Relations	201	15	231	246	ASA(MRA)
A	Staffing	233	11	51	62	ASA(MRA)
A	Position Classification	212	5	24	29	ASA(MRA)
A	Employee Relations	221	0	17	17	ASA(MRA)
A	Employee Development	230	0	13	13	ASA(MRA)
A	Program Management	235	0	6	6	ASA(MRA)
A	Criminal Investigating	340	1	168	169	Multiple
A	Public Affairs	1811	1	111	112	MP School
A	Telecommunications	1035	16	94	110	Ch Public Affairs
A	Other Admin Occupations	391	4	89	93	DISC4
A			219	425	644	

Administrative occupations with strong grade 1-11 tails. Quality Assurance and Security Administration alone contain 48% of total administrative tail jobs.

Administrative occupations with weak grade 1-11 tails.

Total Administrative	2342	6675	9017
C Miscell Clerk/Asstt	303	218	0
C Secretary	318	205	0
C Supply Clerk	2005	204	204
C Dispatching	2151	77	0
C Mgmt/Program Clerk	344	33	2
C Office Automation Clk	326	29	0
C Intelligence Clerk	134	23	1
C Computer Clerk	335	17	0
C HR Assistant	203	14	0
C Military Pay	545	10	0
C Other Clerical Occupations	62	0	62
Total Clerical	832	3	895
O Fire Protection	81	2166	67
O Security Guard	85	1154	0
O Police	83	801	8
O Other "Other" Occupations	4121	8	4196
Total Other	4122	83	4205

T Engineering Tech	802	132	268	400	DCSLOG/AMC
T Production Control	1152	232	13	245	AMC/Aviation Cen
T Electronics Tech	856	142	90	232	AMC/DCSLOG
T Ed/Training Tech	1702	47	3	50	TRADOC/CFSC
T Industrial Eng Tech	895	31	9	40	AMC/ACE/DCSLOG
T Aircraft Operation	2181	1	33	34	Transport Center
T Accounting Tech	525	33	0	33	ASA(FM)
T Gen Telecon	392	19	0	19	DISC4
T Other Technical Occupations	80	13	93		
Total Technical	717	429	1146		

Clerical/Assistant positions feed
Administrative fields to some extent via
upward mobility movement; however, there
must be available intern positions within
the Administrative field to enable this flow.

The Technical workforce does not typically
feed professional positions because of the
educational requirements for entering the
professions.

P	Contracting	1102	1034	2184	3218	ASA(RDA)/CFSFC
P	General Education/Training	1701	173	31	204	Multiple
P	Social Sciences	101	66	27	93	Surgeon Gen
P	Educational Training	1710	23	8	31	Multiple
P	Instructional Systems	1750	0	30	30	TRADOC
P	Education Services	1740	10	16	26	DCSPER
Professional occupations with stronger grades 1-11 tails. Contracting alone contains 67% of total Professional tail. Education related occupations deceptive because of the many various specialties.						
P	Chemistry	1320	9	185	194	AMC/ACE/INTEL
P	Accounting	510	9	83	92	ASA(FM)
P	Computer Science	1550	0	125	125	DISC4
P	Mathematics	1520	1	103	104	AMC/ACE/INTEL
P	Physics	1310	1	94	95	AMC/ACE/INTEL
P	General Physical Sci	1301	2	258	260	AMC/ACE/INTEL
P	General Eng	801	7	1704	1711	AMC/ACE/INTEL
P	Mechanical Eng	830	35	1259	1294	AMC/ACE/INTEL
P	Electronics Eng	855	50	1004	1054	AMC/ACE/INTEL
P	Computer Eng	854	2	311	313	AMC
P	Chemical Eng	833	5	241	248	AMC/INTEL
P	Civil Eng	810	8	153	161	ACE/INTEL
P	Industrial Eng	896	16	95	111	ASA(MRA)/INTEL
P	Environmental Eng	819	6	91	97	AMC/ACE
P	Aerospace Eng	861	0	79	79	INTEL
P	Electrical Eng	880	3	75	78	AMC/ACE
P	Safety Eng	803	0	51	51	Safety/Intel Centers
P	Materials Eng	806	1	50	51	ACE/INTEL
P	Attorney	905	0	670	670	OTJAG
P	Operations Research	1515	1	422	423	AMC/INTEL/ASA(FM)
P	Nurse	610	14	0	14	Surgeon General
P	Medical Officer	802	0	13	13	Surgeon General
P	Gen Health Science	601	2	3	5	Surgeon General
P	Pharmacist	660	4	0	4	Surgeon General
P	Occupational Therapist	631	2	0	2	Surgeon General
P	Physical Therapist	633	2	0	2	Surgeon General
P	Speech Pathology	685	2	0	2	Surgeon General
P	Other Professional Occupations	1488	246	1734		
	Total Professional	1534	961	11145		

Distribution of Head/Tail by PATCOB Category - Non-Core Positions

PATCOB Category	NON- CORE GRADES 1-11	% 12+	NON-	TOTAL	%
			CORE GRADES	NON- CORE	
Professional	7526	11%	12547	39%	20073
Administrative	22131	33%	18653	58%	40784
Technical	13229	20%	702	2%	13931
Clerical	24622	36%	90	0%	24712
Other	154	0%	7	0%	161
Total	67662		31999	99661	

Strong Professional/Administrative GS-1-11 tails currently feed both non-core and core heads. Clerical and to a less extent Technical tails also feed the heads. This feeder source will be lost if 100% of non-core jobs are contracted out.

A	670	0	0	1	12	0	4	0	4	6	6
A	671	2	1	270	78	86	25	88	26	114	39
A	673	0	0	31	1	10	0	10	0	10	1
A	685	0	0	1	0	0	0	0	0	1	0
A	688	0	0	2	2	1	1	1	1	1	1
A	828	0	0	0	0	2	0	0	1	0	1
A	873	0	0	12	1	0	0	0	0	0	1
A	930	0	0	0	0	1	0	0	0	0	1
A	945	0	0	0	0	0	0	0	0	0	0
A	950	0	1	186	10	60	3	60	4	64	93
A	967	0	0	3	0	1	0	0	0	1	0
A	1001	2	22	159	84	51	27	53	49	102	42
A	1008	0	0	7	9	2	3	2	3	5	5
A	1035	16	94	386	158	124	51	140	145	284	193
A	1040	2	7	19	7	6	2	8	9	17	10
A	1051	0	0	4	1	1	0	1	0	2	2
A	1054	1	0	2	0	0	1	0	2	1	0
A	1056	1	0	34	0	11	0	12	0	12	17
A	1071	2	1	109	44	35	14	37	15	52	55
A	1082	2	1	145	47	46	15	48	16	64	73
A	1083	1	3	97	96	31	31	32	34	66	49
A	1084	4	6	244	36	78	12	82	18	100	122
A	1101	107	111	337	101	108	32	215	143	358	169
A	1103	1	1	69	24	22	8	23	9	32	35
A	1104	1	0	5	4	2	1	3	1	4	3
A	1130	0	0	4	2	1	1	1	1	2	1
A	1140	0	0	2	1	1	0	1	0	1	1
A	1144	0	0	0	0	0	0	0	0	0	0
A	1150	4	15	34	63	11	20	15	35	50	17
A	1160	0	0	2	1	1	0	1	0	1	1
A	1170	2	30	301	150	96	48	98	78	176	151
A	1171	0	1	22	34	7	11	7	12	19	11
A	1173	14	23	322	108	103	35	117	58	175	161
A	1176	0	1	13	5	4	2	4	3	7	7
A	1210	0	0	0	0	0	0	0	0	0	0
A	1361	0	0	0	1	3	0	1	0	1	1
A	1397	0	0	0	0	6	0	2	0	2	0
A	1412	0	1	27	12	9	4	9	5	13	14
A	1601	3	36	143	115	46	37	49	73	122	72
A	1630	0	0	4	0	1	0	1	0	1	2
A	1640	2	6	42	49	13	16	15	22	37	21
A	1654	0	1	14	3	4	1	4	2	6	7
A	1658	1	0	6	1	2	0	3	0	3	1
A	1667	0	0	10	2	3	1	3	1	4	5
A	1670	0	0	339	108	304	77	381	252	633	475

A	1712	20	2085	407	667	130	837	1043	204
A	1801	2	30	61	71	20	23	53	36
A	1802	0	0	141	0	45	0	0	0
A	1810	0	0	7	11	2	4	2	6
A	1811	1	111	34	5	11	2	12	124
A	1812	0	0	17	2	5	1	5	71
A	1815	0	0	0	2	0	1	0	1
A	1825	0	3	0	0	0	0	0	1
A	1890	6	0	0	0	0	0	0	0
A	1910	610	511	28	14	9	4	619	515
A	2001	56	27	589	134	188	43	244	314
A	2003	17	70	390	446	125	143	142	213
A	2010	31	10	582	202	186	65	217	75
A	2030	16	6	60	22	19	7	35	13
A	2032	0	0	19	30	6	10	6	10
A	2050	0	0	10	0	3	0	3	5
A	2101	11	22	157	101	50	32	61	54
A	2130	6	30	309	334	99	107	105	137
A	2131	12	0	128	0	41	0	53	0
A	2150	1	0	38	20	12	6	13	6
A	2152	0	4	93	231	30	74	30	78
A	2161	0	0	53	4	17	1	17	1
C	2342	2342	6675	22131	18653	7082	5969	9424	22068
C	86	1	0	196	0	63	0	64	98
C	134	23	1	0	0	0	0	23	0
C	203	14	0	744	5	238	2	252	2
C	204	2	0	3303	2	1057	1	1059	1
C	302	0	0	9	2	3	1	3	1
C	303	218	0	4282	16	1370	5	1588	5
C	304	0	0	54	0	17	0	17	0
C	305	9	0	651	1	208	0	217	0
C	309	1	0	28	0	9	0	10	0
C	312	1	0	14	0	4	0	5	0
C	313	0	0	4	0	1	0	1	0
C	318	205	0	5675	1	1816	0	2021	0
C	319	1	0	25	0	8	0	9	0
C	322	0	0	111	0	36	0	36	0
C	326	29	0	1048	2	335	0	364	0
C	332	8	0	227	2	73	1	81	1
C	335	17	0	440	0	141	0	158	0
C	344	33	2	814	14	260	4	293	6
C	351	0	0	5	0	2	0	2	0
C	356	0	0	0	0	42	0	13	0
C	357	0	0	12	0	4	0	4	6

C	382	3	0	54	0	17	0	20	0	0	27	0	
C	394	1	0	21	0	7	0	8	0	0	11	11	
C	503	1	0	198	0	63	0	64	0	0	98	98	
C	530	2	0	48	0	15	0	17	0	0	24	0	
C	540	3	0	26	0	8	0	11	11	13	0	0	
C	544	3	0	91	1	29	0	32	32	46	1	1	
C	545	10	0	147	0	47	0	57	0	74	0	0	
C	561	8	0	756	2	242	1	250	1	378	1	1	
C	679	1	0	1487	0	476	0	477	0	744	0	0	
C	986	6	0	202	0	65	0	71	0	101	0	0	
C	990	1	0	47	0	15	0	16	0	24	0	0	
C	998	0	0	0	0	15	0	15	0	24	0	0	
C	1021	0	0	0	0	0	0	0	0	0	0	0	
C	1087	2	0	102	0	33	0	35	35	51	0	0	
C	1106	1	0	409	0	131	0	132	0	205	0	0	
C	1107	0	0	1	0	0	0	0	0	1	0	0	
C	2005	204	0	2693	1	862	0	1066	0	1347	1	1	
C	2091	0	0	17	0	5	0	5	0	9	0	0	
C	2102	7	0	583	1	187	0	194	0	292	1	1	
C	2132	0	0	36	0	12	0	12	0	18	0	0	
C	2134	0	0	11	0	4	0	4	0	4	6	0	
C	2151	77	0	4	0	1	0	78	0	78	2	0	
C	892	3	24622	90	7879	29	8771	32	8803				
C	25	0	0	3	1	1	0	1	0	1	2	1	
C	72	0	0	1	4	0	1	0	1	2	1	2	
C	81	2166	67	92	1	29	0	2195	67	2263	46	1	
C	83	801	8	15	0	5	0	806	8	814	8	0	
C	85	1154	0	20	0	6	0	1160	0	1160	10	0	
C	399	0	0	1	0	0	0	0	0	1	0	0	
C	699	1	0	0	0	0	0	1	0	0	1	0	
C	899	0	3	12	0	4	0	4	3	7	6	0	
C	1099	0	0	0	0	1	0	0	0	0	1	1	
C	1199	0	0	1	0	0	0	0	0	0	1	0	
C	1399	0	0	2	0	1	0	0	0	0	2	0	
C	1499	0	0	0	0	0	0	0	0	0	0	0	
C	1559	0	5	0	0	0	0	0	0	5	0	0	
C	2099	0	0	4	0	1	0	1	0	1	2	0	
C	2199	0	0	3	0	1	0	1	0	1	2	0	
C	4122	83	154	7	49	2	4171	85	4257				
P	20	0	1	6	22	2	7	2	8	10	3	11	
P	60	0	0	1	2	0	1	1	1	1	1	1	
P	101	66	27	345	176	110	56	176	83	173	88	5	
P	110	0	2	1	10	0	3	10	5	260	1	1	

P	804	2	9	0	0	0	0	0	9	11	0	0	0
P	806	1	50	0	5	0	2	1	52	53	0	3	0
P	807	0	1	2	22	1	7	1	9	9	1	11	1
P	808	1	4	57	200	18	64	19	68	87	29	100	0
P	810	8	153	234	1499	75	480	83	633	716	117	750	0
P	819	6	91	91	421	29	135	35	226	261	46	211	0
P	830	35	1259	11	574	4	184	39	1443	1481	6	287	0
P	840	0	3	0	0	0	0	0	3	3	0	0	0
P	850	3	75	67	335	21	107	24	182	207	34	168	0
P	854	2	311	1	196	0	63	2	374	376	1	98	0
P	855	50	1004	24	1485	8	475	58	1479	1537	12	743	0
P	858	0	1	0	5	0	2	0	3	3	0	3	0
P	861	0	79	1	49	0	0	0	0	0	1	25	0
P	890	0	0	0	0	1	0	0	0	0	0	0	0
P	892	0	0	0	0	0	0	0	0	0	0	0	0
P	893	5	241	7	54	2	17	7	258	266	4	27	0
P	894	0	0	0	0	1	0	0	0	0	0	1	0
P	896	16	95	43	108	14	35	30	130	159	22	54	0
P	905	0	670	1	31	0	10	0	680	680	1	16	0
P	1015	0	0	26	38	8	12	8	12	20	13	19	0
P	1102	1034	2184	465	292	149	93	1183	2277	3460	233	146	0
P	1221	0	1	0	3	0	1	0	2	2	0	2	0
P	1222	0	10	0	13	0	4	0	14	14	0	7	0
P	1301	2	258	22	289	7	92	9	350	360	11	145	0
P	1306	1	26	10	37	3	12	4	42	42	5	19	0
P	1310	1	94	5	62	2	20	3	114	116	3	31	0
P	1313	0	0	0	4	0	1	0	1	1	0	2	0
P	1315	0	0	2	8	1	3	1	3	3	1	4	0
P	1320	9	185	76	157	24	50	33	235	269	38	79	0
P	1321	0	10	0	2	0	1	0	11	11	0	1	0
P	1340	0	16	0	2	0	1	0	17	17	0	1	0
P	1350	0	0	24	72	8	23	8	23	31	12	36	0
P	1360	0	0	0	1	0	0	0	0	0	0	1	0
P	1370	0	6	10	17	3	5	3	11	15	5	9	0
P	1382	0	22	0	0	0	0	0	0	22	22	0	0
P	1384	0	11	2	0	1	0	1	11	12	1	5	0
P	1410	10	9	182	81	58	26	68	35	103	91	41	0
P	1420	0	0	8	7	3	2	3	2	5	4	4	0
P	1515	1	422	23	836	7	268	8	690	698	12	418	0
P	1520	1	103	1	9	0	3	1	106	107	1	5	0
P	1529	0	9	2	3	1	1	1	10	11	1	2	0
P	1530	0	3	6	24	2	8	2	2	13	3	12	0
P	1540	0	0	1	0	0	0	0	0	0	1	0	0
P	1550	0	125	5	93	2	30	2	155	156	3	47	0
P	1701	31	839	135	268	43	441	74	516	516	68	120	0

P	1710	23	8	165	36	53	12	76	20	95	83	18
P	1720	0	0	0	3	0	1	0	1	1	0	2
P	1740	10	16	380	96	122	31	132	47	178	190	48
P	1750	0	30	218	269	70	86	70	116	186	109	135
P	510	9	83	274	384	88	123	97	206	303	137	192
P	1534	9611	9611	7526	12547	2408	4015	3942	13626	17568		
T	19	11	0	72	1	23	0	34	0	34	36	1
T	29	3	0	49	1	16	0	19	0	19	25	1
T	90	0	0	1	0	0	0	0	0	1	1	0
T	181	0	0	7	0	2	0	2	0	2	4	0
T	186	6	0	164	0	52	0	58	0	58	82	0
T	189	6	0	500	1	160	0	166	0	166	250	1
T	361	0	0	47	0	15	0	15	0	15	24	0
T	389	0	0	0	0	0	0	0	0	0	0	0
T	390	0	0	85	0	27	0	27	0	27	43	0
T	392	19	0	91	0	29	0	48	0	48	46	0
T	404	1	0	56	0	18	0	19	0	19	28	0
T	458	0	0	0	0	0	0	0	0	0	0	0
T	462	0	0	53	0	17	0	17	0	17	27	0
T	525	33	0	440	0	141	0	174	0	174	220	0
T	620	0	0	1011	0	324	0	324	0	324	506	0
T	621	0	0	415	0	133	0	133	0	133	208	0
T	622	0	0	68	1	22	0	22	0	22	34	1
T	625	0	0	2	0	1	0	1	0	1	1	0
T	636	0	0	26	0	8	0	8	0	8	13	0
T	640	1	0	1164	1	372	0	373	0	374	582	1
T	642	0	0	34	0	11	0	11	0	11	17	0
T	645	0	0	359	0	115	0	115	0	115	180	0
T	646	0	0	93	1	30	0	30	0	30	47	-
T	647	0	0	367	1	117	0	117	0	118	84	1
T	648	0	0	17	0	5	0	5	0	5	9	0
T	649	0	0	198	0	63	0	63	0	63	99	0
T	650	0	0	1	0	0	0	0	0	0	1	0
T	651	0	0	80	0	26	0	26	0	26	40	0
T	661	0	0	233	0	75	0	75	0	75	117	0
T	664	0	0	2	0	1	0	1	0	1	1	0
T	667	0	0	37	1	12	0	12	0	12	19	1
T	675	0	0	470	1	150	0	150	0	151	235	1
T	681	0	0	979	0	313	0	313	0	313	490	0
T	682	0	0	143	0	46	0	46	0	46	72	0
T	683	0	0	107	0	34	0	34	0	34	54	0
T	704	0	0	4	0	1	0	1	0	1	2	0
T	802	132	268	1480	172	474	55	606	323	929	740	86
T	809	11	0	586	75	188	24	199	223	293	293	38

T	817	0	0	16	0	5	0	5	0	0	5	0	5	0	0	0	0	0
T	818	14	0	33	0	11	0	25	0	0	25	0	25	0	0	0	0	0
T	856	142	90	469	128	150	41	292	131	131	423	235	235	64	64	33	5	5
T	895	31	9	66	9	21	3	52	12	0	78	0	78	0	0	0	0	0
T	962	4	0	230	0	74	0	78	0	0	78	0	115	0	0	0	0	0
T	963	0	0	11	0	4	0	4	0	0	4	0	6	0	0	0	0	0
T	992	1	0	0	69	0	22	0	23	0	0	23	0	35	0	0	0	0
T	1010	0	0	35	2	11	1	11	1	1	12	18	1	1	0	0	0	0
T	1016	1	0	70	10	22	3	23	3	0	27	35	5	5	0	0	0	0
T	1020	2	1	74	2	24	1	26	2	0	27	37	1	1	0	0	0	0
T	1060	2	0	176	2	56	1	58	1	0	59	88	1	1	0	0	0	0
T	1105	3	0	246	0	79	0	82	0	0	82	0	123	0	0	0	0	0
T	1152	232	13	139	7	44	2	276	15	0	292	70	4	4	0	0	0	0
T	1202	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
T	1311	8	9	141	1	45	0	0	0	0	0	0	62	71	1	1	0	0
T	1316	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
T	1341	0	1	16	0	5	0	5	1	0	6	8	0	0	0	0	0	0
T	1371	0	0	22	2	7	1	7	1	1	8	11	1	1	0	0	0	0
T	1374	0	2	5	0	2	0	2	2	0	2	4	3	3	0	0	0	0
T	1411	5	0	339	0	108	0	113	0	0	113	0	110	0	0	0	0	0
T	1421	0	0	16	0	5	0	5	0	0	5	8	0	0	0	0	0	0
T	1521	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0
T	1531	0	0	51	0	16	0	16	0	0	16	0	26	0	0	0	0	0
T	1702	47	3	1485	55	475	18	522	21	0	543	743	28	28	0	0	0	0
T	1863	1	0	1	0	0	0	0	1	0	1	1	0	0	0	0	0	0
T	2135	0	0	15	0	5	0	5	0	0	5	8	0	0	0	0	0	0
T	2144	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
T	2154	0	0	44	0	14	0	14	0	0	14	0	14	22	0	0	0	0
T	2181	1	33	5	228	2	73	3	106	3	0	106	109	3	114	0	0	0
T	2185	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0	0
T	102	0	0	9	0	3	0	3	0	0	3	0	3	5	0	0	0	0
T	717	429	13229	702	4233	225	4950	654	5604	20480	135023	63703	43311	62525	54082	19194	116607	Total
T	229	0	0	2	0	1	0	1	0	0	1	0	1	0	0	0	0	0
T	274	0	0	5	0	2	0	2	0	0	2	0	2	0	0	0	0	0
T	397	0	0	3	3	1	1	1	1	1	1	1	2	2	2	0	0	0
T	427	0	0	11	0	4	0	4	0	0	4	0	4	0	4	0	0	0
T	1047	0	0	2	0	1	0	1	0	0	1	0	1	1	1	0	0	0

PATCOB	Occupational Title	Series	CORE GRADES		NON-CORE GRADES	NON-CORE GRADES	TOTAL Non-Core	TOTAL of Core and Non-Core GS	PLUS UP CORE GS 1-11?	PROPOSER
			1-11	12+						
A	Correctional Instit	6	9	6	15	1	2	3	18	MP School
A	Safety/Occ Health	18	11	51	62	323	296	619	681	Safety Center
T	Safety Tech	19	11	0	11	72	1	73	84	Safety Center
P	Community Planning	20	0	1	1	6	22	28	29	USACE
O	Park Ranger	25	0	0	0	3	1	4	4	USACE
A	Environment Protection	28	10	55	65	208	191	399	464	USACE
T	Environ Protect Tech	29	3	0	3	49	1	50	53	USACE
A	Sports Spec	30	19	2	21	273	9	282	303	CFSC
A	Funeral Directing	50	1	1	2	1	5	6	8	QM School
P	Chaplain	60	0	0	0	1	2	3	3	Chief of Chaplains
A	Clothing Design	62	0	0	0	4	4	8	8	AMC
O	Fingerprint Identification	72	0	0	0	0	1	4	5	MP School
A	Security Admin	80	516	487	1003	12	8	20	1023	MP School
O	Fire Protection	81	2166	67	2233	92	1	93	2326	Safety Center
O	Police	83	801	8	809	15	0	15	824	MP School
O	Security Guard	85	1154	0	1154	20	0	20	1174	MP School
C	Security Clerk	86	1	0	1	196	0	196	197	Intel Center
T	Guide	90	0	0	0	1	0	1	1	USACE
P	Social Sciences	101	66	27	93	345	176	521	614	Surgeon Gen
T	Social Sciences Tech	102	0	0	0	9	0	9	9	CFSC
A	Social Insurance Admin	105	0	0	0	1	0	1	1	None Assigned
P	Economist	110	0	2	2	1	10	11	13	ASA(FM)
P	Foreign Affairs	130	0	6	6	0	2	2	8	DCSOPS
P	International Relations	131	0	7	7	1	9	10	17	DCSOPS
A	Intelligence	132	67	429	496	2	15	17	513	Intel Center
C	Intelligence Clerk	134	23	1	24	0	0	0	24	Intel Center
P	Geographer	150	0	0	0	0	19	19	19	AMC
A	Civil Rights Analyst	160	0	2	2	0	0	0	2	ASAM(RA)
P	Historian	170	0	6	6	29	97	126	132	Ch of Mil Hist
P	Psychologist	180	12	17	29	151	214	365	394	Surgeon Gen
T	Psychology Assistant	181	0	0	0	7	0	7	7	Surgeon Gen
P	Social Work	185	13	4	17	202	88	290	307	Surgeon Gen
T	Social Services Aid	186	6	0	6	164	0	164	170	CFSC
A	Social Services	187	17	0	17	155	1	156	173	CFSC

A	Recreation Specialist	188	22	3	296	10	306	331
T	Recreation Aid	189	6	0	6	500	1	501
P	Anthropology	190	0	0	0	4	30	507
P	Archeology	193	0	0	0	12	26	34
A	HR Management	201	15	231	246	274	705	979
C	HR Assistant	203	14	0	14	744	5	749
C	Military Personnel Clerk	204	2	0	2	3303	2	3305
A	Military Personnel Mgmt	205	1	39	40	472	326	798
A	Staffing	212	5	24	29	227	202	429
A	Position Classification	221	0	17	17	43	58	101
A	Occupational Analysis	222	0	0	0	0	4	4
A	Salary/Wage Admin	223	0	1	1	0	0	1
A	N/A, NO SUCH SERIES	229	0	0	0	2	0	2
A	Employee Relations	230	0	13	13	39	18	57
A	Labor Relations	233	11	51	62	0	0	62
A	Employee Development	235	0	6	6	18	42	60
A	Contractor Industrial Rel	246	0	1	1	11	1	12
A	EEO	260	96	174	270	39	47	86
A	N/A, NO SUCH SERIES	274	0	0	0	5	0	5
A	Miscell Admin/Program	301	104	1192	1296	3695	3091	6786
C	Messenger	302	0	0	0	9	2	11
C	Miscell Clerk/Asst	303	218	0	218	4282	16	4298
C	Information Receptionist	304	0	0	0	54	0	54
C	Mail/File Clerk	305	9	0	9	651	1	652
C	Correspondence Clerk	309	1	0	1	28	0	28
C	Clerk-Steno	312	1	0	1	14	0	14
C	Work Unit Supervisor	313	0	0	0	4	0	4
C	Secretary	318	205	0	205	5675	1	5676
C	Closed Mike Reporter	319	1	0	1	25	0	25
C	Clerk-Typist	322	0	0	0	111	0	111
C	Office Automation Clik	326	29	0	29	1048	0	1048
C	Computer Operation	332	8	0	8	227	2	229
A	Computer Spec	334	74	196	270	2066	2623	4689
C	Computer Clerk	335	17	0	17	440	0	440
A	Program Management	340	1	168	169	35	315	350
A	Admin Officer	341	20	15	35	365	79	444
A	Support Services Admin	342	4	2	6	173	13	186

A	Mgmt/Program Analysis	343	124	1024	1148	1704	2086	3790	4938	Multiple
C	Mgmt/Program Clerk	344	33	2	35	814	14	828	863	Multiple
A	Program Analysis	345	0	5	5	17	10	27	32	None Assigned
A	Logistics Mgmt	346	40	658	698	641	2857	3498	4196	Multiple
C	Printing Clerk	351	0	0	0	5	0	5	5	DISC4
C	Data Transcriber	356	0	0	0	0	42	42	42	AG School
C	Coding	357	0	0	0	12	0	12	12	AG School
C	Equal Opportunity Compl	360	6	2	8	0	0	0	8	ASA(MRA)
T	Equal Opportunity Asst	361	0	0	0	47	0	47	47	ASA(MRA)
C	Telephone Operator	382	3	0	3	54	0	54	57	DISC4
T	Radio Operator	389	0	0	0	0	0	0	0	DISC4
T	Telecom processing	390	0	0	0	85	0	85	85	DISC4
A	Telecommunications	391	4	89	93	795	170	965	1058	DISC4
T	Gen Telecon	392	19	0	19	91	0	91	110	DISC4
A	Communications Spec	393	1	3	4	3	1	4	8	DISC4
C	Communications Clerk	394	1	0	0	1	21	0	21	22
N/A, no such series		397	0	0	0	3	3	6	6	
O	Student trainee	399	0	0	0	1	0	1	1	None Assigned
P	General biology	401	0	13	13	103	140	243	256	Multiple
P	Microbiology	403	0	17	17	32	20	52	69	AMC
T	Biological Science Tech	404	1	0	1	56	0	56	57	Surgeon Gen
P	Pharmacology	405	0	0	0	0	11	11	11	Multiple
P	Ecology	408	0	1	1	4	7	11	12	USACE
P	Zoology	410	0	0	0	0	2	2	2	AMC
P	Physiology	413	0	0	0	1	14	15	15	Surgeon Gen
P	Entomology	414	0	1	1	6	17	23	24	AMC
P	Toxicology	415	0	0	0	0	21	21	21	AMC
N/A, no such series		427	0	0	0	11	0	11	11	
P	Botany	430	0	0	0	11	0	11	11	USACE
P	Rangeland Mgmt	454	0	0	0	9	1	10	10	USACE
P	Soil Conservation	457	0	0	0	2	1	3	3	USACE
T	Soil Conservation Tech	458	0	0	0	0	0	0	0	USACE
P	Forestry	460	1	0	1	35	9	44	45	USACE
T	Forestry Tech	462	0	0	0	53	0	53	53	USACE
P	Soil Science	470	0	0	0	0	1	1	1	USACE
P	Agronomy	471	0	0	0	16	6	22	22	USACE
P	Gen Fish/Wildlife Admin	480	0	0	0	6	4	10	10	USACE

P	Fishery Biology	482	0	0	0	1	26	8	34	35	35	35	35
P	Wildlife Biology	486	1	0	0	1	0	0	1	1	1	1	1
P	Home Economics	493	0	0	0	0	0	0	0	0	0	0	0
A	Financial Admin/Prog	501	4	57	61	197	167	164	364	425	ASA(FM)/CFSC	ASA(FM)	ASA(FM)
C	Financial Clerical	503	1	0	1	198	0	198	199	199	ASA(FM)	ASA(FM)	ASA(FM)
A	Financial Mgmt	505	0	23	23	2	68	70	70	93	ASA(FM)/CFSC	ASA(FM)	ASA(FM)
P	Accounting	510	9	83	92	274	384	658	658	750	ASA(FM)	ASA(FM)	ASA(FM)
P	Auditing	511	5	23	28	71	862	933	933	961	ASA(FM)	ASA(FM)	ASA(FM)
T	Accounting Tech	525	33	0	33	440	0	440	440	473	ASA(FM)	ASA(FM)	ASA(FM)
C	Cash Processing	530	2	0	2	48	0	48	48	50	ASA(FM)	ASA(FM)	ASA(FM)
C	Voucher Examining	540	3	0	3	26	0	26	26	29	ASA(FM)	ASA(FM)	ASA(FM)
C	Civilian Pay	544	3	0	3	91	1	92	92	95	ASA(FM)	ASA(FM)	ASA(FM)
C	Military Pay	545	10	0	10	147	0	147	147	157	ASA(FM)	ASA(FM)	ASA(FM)
C	Budget Analysis	560	57	353	410	1719	925	2644	2644	3054	ASA(FM)/CFSC	ASA(FM)	ASA(FM)
C	Budget Clerical	561	8	0	8	756	2	758	758	766	ASA(FM)	ASA(FM)	ASA(FM)
A	Time and Leave	590	0	0	0	0	0	1	1	1	1	1	1
A	Tax Examiner	592	1	0	1	0	0	0	0	0	0	0	0
P	Gen Health Science	601	2	3	5	21	57	78	78	83	Surgeon General	Surgeon General	Surgeon General
P	Medical Officer	602	0	13	13	4	421	425	425	438	Surgeon General	Surgeon General	Surgeon General
A	Physician's Asst	603	0	0	0	0	81	36	117	117	Surgeon General	Surgeon General	Surgeon General
P	Nurse	610	14	0	14	1940	207	2147	2147	2161	Surgeon General	Surgeon General	Surgeon General
T	Practical Nurse	620	0	0	0	0	1011	0	1011	1011	Surgeon General	Surgeon General	Surgeon General
T	Nursing Asst	621	0	0	0	0	415	0	415	415	Surgeon General	Surgeon General	Surgeon General
T	Medical Supply Aide	622	0	0	0	0	68	1	69	69	Surgeon General	Surgeon General	Surgeon General
T	Autopsy Asst	625	0	0	0	0	2	0	2	2	Surgeon General	Surgeon General	Surgeon General
P	Dietitian	630	0	0	0	0	24	3	27	27	Surgeon General	Surgeon General	Surgeon General
P	Occupational Therapist	631	2	0	2	32	0	32	32	34	Surgeon General	Surgeon General	Surgeon General
P	Physical Therapist	633	2	0	2	30	0	30	30	32	Surgeon General	Surgeon General	Surgeon General
T	Rehab Therapy Asst	636	0	0	0	0	26	0	26	26	Surgeon General	Surgeon General	Surgeon General
P	Recreation/Arts Therapist	638	0	0	0	0	5	1	6	6	Surgeon General	Surgeon General	Surgeon General
T	Health Aid	640	1	0	1	1164	1	1165	1166	1166	Surgeon General	Surgeon General	Surgeon General
T	Nuclear Medicine Tech	642	0	0	0	34	0	34	34	34	Surgeon General	Surgeon General	Surgeon General
P	Medical Technologist	644	0	0	0	538	30	568	568	568	Surgeon General	Surgeon General	Surgeon General
T	Medical Technician	645	0	0	0	359	0	359	359	359	Surgeon General	Surgeon General	Surgeon General
T	Pathology Technician	646	0	0	0	93	1	94	94	94	Surgeon General	Surgeon General	Surgeon General
T	Diagnostic Radiologic Tech	647	0	0	0	367	1	368	368	368	Surgeon General	Surgeon General	Surgeon General
T	Therapeutic Radiologic Tech	648	0	0	0	17	0	17	17	17	Surgeon General	Surgeon General	Surgeon General

T	Medical Instrument Tech	649	0	0	0	0	198	0	198
T	Medical Technical Asst	650	0	0	0	1	0	1	1
T	Respiratory Therapist	651	0	0	0	80	0	80	80
P	Pharmacist	660	4	0	4	267	80	347	351
T	Pharmacy Tech	661	0	0	0	233	0	233	233
P	Optometrist	662	0	0	0	6	4	10	10
T	Restoration Tech	664	0	0	0	2	0	2	2
P	Speech Pathology	665	2	0	2	22	36	58	60
T	Orthotist/Prosthetist	667	0	0	0	37	1	38	38
P	Podiatrist	668	0	0	0	0	9	9	9
A	Medical Records Admin	669	1	0	1	40	10	50	51
A	Health System Admin	670	0	0	0	1	12	13	13
A	Health System Spec	671	2	1	3	270	78	348	351
A	Hospital Housekeeping Mgmt	673	0	0	0	31	1	32	32
T	Medical Records Tech	675	0	0	0	470	1	471	471
C	Medical Support Asst	679	1	0	1	1487	0	1487	1488
P	Dental Officer	680	0	0	0	0	40	40	40
T	Dental Asst	681	0	0	0	979	0	979	979
T	Dental Hygiene	682	0	0	0	143	0	143	143
T	Dental Aid	683	0	0	0	107	0	107	107
A	Public Health Prog Spec	685	0	0	0	1	0	1	1
A	Sanitarian	688	0	0	0	2	2	4	4
P	Industrial Hygiene	690	0	7	7	57	131	188	195
P	Consumer Safety	696	0	0	0	20	0	20	20
O	Student Trainee	699	1	0	1	0	0	0	1
P	Veterinary	701	0	0	0	2	3	5	5
T	Animal Health Tech	704	0	0	0	4	0	4	4
P	General Eng	801	7	1704	1711	191	1661	1852	3563
T	Engineering Tech	802	132	268	400	1480	172	1652	2052
P	Safety Eng	803	0	51	51	5	86	91	142
P	Fire Protection Eng	804	2	9	11	0	0	0	11
P	Materials Eng	806	1	50	51	0	5	5	56
P	Landscape Architecture	807	0	1	1	2	22	24	25
P	Architecture	808	1	4	5	57	200	257	262
T	Construction Control	809	11	0	11	586	75	661	672
P	Civil Eng	810	8	153	161	234	1499	1733	1894
T	Surveying Tech	817	0	0	0	16	0	16	16

Surgeon General
Safety Center
ACE/INTEL
DCSLOG/AMC
Safety/Intel Centers

T	Engineering Drafting	818	14	0	14	33	33	47
P	Environmental Eng	819	6	91	97	91	421	512
A	Construction Analyst	828	0	0	0	0	2	2
P	Mechanical Eng	830	35	1259	1294	11	574	585
P	Nuclear Eng	840	0	3	3	0	0	3
P	Electrical Eng	850	3	75	78	67	335	402
P	Computer Eng	854	2	311	313	1	196	197
P	Electronics Eng	855	50	1004	1054	24	1485	1509
T	Electronics Tech	856	142	90	232	469	128	597
P	Biomedical Eng	858	0	1	1	0	5	5
P	Aerospace Eng	861	0	79	79	1	49	50
A	Ship Surveying	873	0	12	12	1	0	1
P	Agricultural Eng	890	0	0	0	1	0	1
P	Ceramic Eng	892	0	0	0	0	1	1
P	Chemical Eng	893	5	241	246	7	54	61
P	Welding Eng	894	0	0	0	0	1	1
T	Industrial Eng Tech	895	31	9	40	66	9	75
P	Industrial Eng	896	16	95	111	43	108	151
O	Student Trainee	899	0	3	3	12	0	12
P	Attorney	905	0	670	670	1	31	32
A	Hearings/Appeals	930	0	0	0	0	1	1
A	Clerk of Court	945	0	0	0	0	0	0
A	Paralegal	950	0	1	1	186	10	196
T	Contract Representative	962	4	0	4	230	0	230
T	Legal Instruments Examiner	963	0	0	0	11	0	11
A	Passport Examiner	967	0	0	0	3	0	3
C	Legal Asst	986	6	0	6	202	0	202
C	Workers Comp Examiner	990	1	0	1	47	0	47
T	Loss/Damage Claims Exam	992	1	0	1	69	0	69
C	Claims Assistance	998	0	0	0	47	0	47
A	General Arts/Info	1001	2	22	24	159	84	243
A	Interior Design	1008	0	0	0	7	9	16
T	Exhibits Spec	1010	0	0	0	35	2	37
P	Museum Curator	1015	0	0	0	26	38	64
T	Museum Tech	1016	1	0	1	70	10	80
T	Illustrating	1020	2	1	3	74	2	76
C	Office Drafting	1021	0	0	0	0	0	0

DISC4

Ch Military Hist

Not assigned

ACE

AMC/ACE

AMC/ACE/INTEL

AMC/ACE/INTEL

ACE

AMC/ACE

AMC

AMC/ACE/INTEL

AMC/DCSLOG

Surgeon General

INTEL

ACE

AMC

AMC/INTEL

ASA(MRA)/INTEL

ACE

OTJAG

A	Public Affairs	1035	16	94	110	386	158	544	654	Ch Public Affairs
A	Language Spec	1040	2	7	9	19	7	26	35	Intel Center
A	NA, no such series	1047	0	0	0	2	0	2	2	
A	Music Spec	1051	0	0	0	4	1	5	5	
A	Theater Spec	1054	1	0	1	2	0	2	3	CFSC
A	Art Spec	1056	1	0	1	34	0	34	35	CFSC
T	Photography	1060	2	0	2	176	2	178	180	CFSC
A	Audivisual Production	1071	2	1	3	109	44	153	156	DISC4
A	Writing/Editing	1082	2	1	3	145	47	192	195	DISC4
A	Tech Writing/Editing	1083	1	3	4	97	96	193	197	DISC4
A	Visual Info	1084	4	6	10	244	36	280	290	DISC4
C	Editorial Asst	1087	2	0	2	102	0	102	104	DISC4
O	Student Trainee	1099	0	0	0	0	1	1	1	DISC4
A	General Business/Industry	1101	107	111	218	337	101	438	656	Multiple
P	Contracting	1102	1034	2184	3218	465	292	757	3975	ASA(RD)(CFSC)
A	Industrial Property	1103	1	1	2	69	24	93	95	ASAR(RDA)
A	Property Disposal	1104	1	0	1	5	4	9	10	Logistics College
T	Purchasing	1105	3	0	3	246	0	246	249	CFSC
C	Procurement Clerk	1106	1	0	1	409	0	409	410	Logistics College
C	Property Disposal Clerk	1107	0	0	0	1	0	1	1	USACE
A	Public Utilities Spec	1130	0	0	0	4	2	6	6	
A	Trade Spec	1140	0	0	0	0	2	1	3	Not assigned
A	Commissary Mgmt	1144	0	0	0	0	0	0	0	Not assigned
A	Industrial Spec	1150	4	15	19	34	63	97	116	AMC/ASA(RDA)
T	Production Control	1152	232	13	245	139	7	146	391	AMC/Aviation Cen
A	Financial Analysis	1160	0	0	0	2	1	3	3	ASA(FM)/CFSC
A	Realty	1170	2	30	32	301	150	451	483	ACE
A	Appraising	1171	0	1	1	22	34	56	57	ACE
A	Housing Mgmt	1173	14	23	37	322	108	430	467	ACE
A	Building Mgmt	1176	0	1	1	13	5	18	19	ACE
O	Student Trainee	1199	0	0	0	1	0	1	1	ACE
T	Patent Tech	1202	0	0	0	1	0	1	1	OTJAG
A	Copyright	1210	0	0	0	0	0	0	0	OTJAG
P	Patent Adviser	1221	0	1	1	0	3	3	4	OTJAG
P	Patent Attorney	1222	0	10	10	0	13	13	23	OTJAG
P	General Physical Sci	1301	2	258	260	22	289	311	571	AMC/ACE/INTEL
P	Health Physics	1306	1	26	27	10	37	47	74	AMC/Safety Center

P	Physics	1310	1	94	95	5	62	67	162	AMC/ACE/INTEL
T	Physical Sci Tech	1311	8	9	17	141	1	142	159	AMC
P	Geophysics	1313	0	0	0	0	4	4	4	ACE
P	Hydrology	1315	0	0	0	2	8	10	10	ACE
T	Hydrologic Tech	1316	0	0	0	1	0	1	1	ACE
P	Chemistry	1320	9	185	194	76	157	233	427	AMC/ACE/INTEL
P	Metallurgy	1321	0	10	10	0	2	2	12	AMC
P	Meteorology	1340	0	16	16	0	2	2	18	INTEL
T	Meteorological Tech	1341	0	1	1	16	0	16	17	AMC
P	Geology	1350	0	0	0	24	72	96	96	ACE
P	Oceanography	1360	0	0	0	0	1	1	1	ACE
A	Navigational Information	1361	0	0	0	1	3	4	4	ACE
P	Cartography	1370	0	6	6	10	17	27	33	ACE
T	Cartographic Tech	1371	0	0	0	22	2	24	24	ACE
T	Geodetic Tech	1374	0	2	2	5	0	5	7	ACE
P	Food Technology	1382	0	22	22	0	0	0	22	AMC
P	Textile Technology	1384	0	11	11	2	0	2	13	Not assigned
P	Document Analysis	1397	0	0	0	0	6	6	6	Not assigned
A	Student Trainee	1399	0	0	0	2	0	2	2	AMC
P	Librarian	1410	10	9	19	182	81	263	282	DISC4
T	Library Tech	1411	5	0	5	339	0	339	344	DISC4
A	Technical Info Services	1412	0	1	1	27	12	39	40	DISC4
P	Archivist	1420	0	0	0	8	7	15	15	DISC4
T	Archives Tech	1421	0	0	0	16	0	16	16	DISC4
O	Student Trainee	1499	0	0	0	0	0	0	0	DISC4
P	Operations Research	1515	1	422	423	23	836	859	1282	AMC/INTEL/ASA(FM)
P	Mathematics	1520	1	103	104	1	9	10	114	AMC/ACE/INTEL
T	Math Tech	1521	0	0	0	1	0	1	1	AMC
P	Math Statistician	1529	0	9	9	2	3	5	14	AMC
P	Statistician	1530	0	3	3	6	24	30	33	AMC/ASA(FM)
T	Statistical Asst	1531	0	0	0	51	0	51	51	AMC
P	Cryptography	1540	0	0	0	1	0	1	1	Not assigned
P	Computer Science	1550	0	125	125	5	93	98	223	DISC4
O	Student Trainee	1559	0	5	5	0	0	0	5	AMC/ACE
A	General Facilities/Equip	1601	3	36	39	143	115	258	297	DCSLOG/ACE/Aviation
A	Cemetery Admin	1630	0	0	0	4	0	4	4	QM School
A	Facility Mgmt	1640	2	6	8	42	49	91	99	ACE

A	Printing Mgmt	1654	0	1	1	14	3	17	18
A	Laundry Mgmt	1658	1	0	1	6	1	7	8
A	Steward	1667	0	0	0	10	2	12	12
A	Equipment Spec	1670	144	77	221	339	949	1288	1509
P	General Education/Training	1701	173	31	204	839	135	974	1178
T	Ed/Training Tech	1702	47	3	50	1485	55	1540	1590
P	Ed/Vocational Training	1710	23	8	31	165	36	201	232
A	Training Instruction	1712	20	20	40	2085	407	2492	2532
P	Education Program	1720	0	0	0	0	3	3	3
P	Education Services	1740	10	16	26	380	96	476	502
P	Instructional Systems	1750	0	30	30	218	269	487	517
A	Gen Inspect/Investigate	1801	2	30	32	61	71	132	164
A	Compliance Inspection	1802	0	0	0	141	0	141	141
A	General Investigating	1810	0	0	0	7	11	18	18
A	Criminal Investigating	1811	1	111	112	34	5	39	151
A	Game Law Enforcement	1812	0	0	0	17	2	19	19
A	Air Safety Investigation	1815	0	0	0	0	2	2	2
A	Aviation Safety	1825	0	3	3	0	0	0	3
A	Food Inspection	1863	1	0	1	1	0	1	2
A	Customs Inspection	1890	6	0	6	0	0	0	6
A	Quality Assurance	1910	610	511	1121	28	14	42	1163
A	General Supply	2001	56	27	83	589	134	723	806
A	Supply Program Mgmt	2003	17	70	87	390	446	836	923
C	Supply Clerk	2005	204	0	204	2693	1	2694	2898
A	Inventory Mgmt	2010	31	10	41	582	202	784	825
A	Distribution/Storage Mgmt	2030	16	6	22	60	22	82	104
A	Packaging	2032	0	0	0	19	30	49	49
A	Supply Cataloging	2050	0	0	0	10	0	10	10
C	Sales Store Clerk	2091	0	0	0	17	0	17	17
O	Student Trainee	2099	0	0	0	4	0	4	4
A	Transportation Spec	2101	11	22	33	157	101	258	291
C	Transportation Clerk	2102	7	0	7	583	1	584	591
A	Traffic Mgmt	2130	6	30	36	309	334	643	679
A	Freight Rate	2131	12	0	12	128	0	128	140
C	Travel Clerk	2132	0	0	0	36	0	36	36
C	Shipment Clerk	2134	0	0	0	11	0	11	11
T	Loss/Damage Claims Exam	2135	0	0	0	15	0	15	15

T	Cargo Scheduling	2144	0	0	0	0	1	0	1	1
A	Transportation Operations	2150	1	0	1	38	20	58	59	
C	Dispatching	2151	77	0	77	4	0	4	81	
A	Air Traffic Control	2152	0	4	4	93	231	324	328	
T	Air Traffic Asst	2154	0	0	0	44	0	44	44	
A	Marine Cargo	2161	0	0	0	53	4	57	57	
T	Aircraft Operation	2181	1	33	34	5	228	233	267	
T	Aircraf Tech	2185	0	0	0	1	0	1	1	
O	Student Trainee	2199	0	0	0	3	0	3	3	
		9607	16801	26408	67685	32002	99687	126095		

PATCOB	Occupational Title	Series	CORE GRADES		NON-CORE GRADES	TOTAL Non-Core	TOTAL of Core and Non-Core	PLUS UP CORE GS: 1-11?	PROPOSER
			1-11	12+					
A	Miscell Admin/Program Mgmt/Program Analysis	301	104	1192	1296	3695	3091	6786	8082
A	Quality Assurance	343	124	1024	1148	1704	2086	3790	4938
A	Security Admin	1910	610	511	1121	28	14	42	1163
A	Logistics Mgmt	80	516	487	1003	12	8	20	1023
A	Intelligence	346	40	658	698	641	2857	3498	Multiple
A	Budget Analysis	132	67	429	496	2	15	17	4196
A	EEO	560	57	353	410	1719	925	2644	Intel Center
A	Computer Spec	260	96	174	270	39	47	86	ASA(MRA)
A	HR Management	334	74	196	270	2066	2623	4689	DISC4
A	Equipment Spec	201	15	231	246	274	705	979	ASA(MRA)
A	General Business/Industry	1670	144	77	221	339	949	1288	DCSLOG/ACE/Aviation
A	Program Management	1101	107	111	218	337	101	438	Multiple
A	Criminal Investigating	340	1	68	169	35	315	350	Multiple
A	Public Affairs	1811	1	111	112	34	5	39	MP School
A	Telecommunications	1035	16	94	110	386	158	544	Ch Public Affairs
A	Supply Program Mgmt	391	4	89	93	795	170	965	DISC4
A	General Supply	2003	17	70	87	390	446	836	AMC/DCSLOG
A	Environment Protection	2001	56	27	83	589	134	723	AMC
A	Safety/Occ Health	28	10	55	65	208	191	399	USACE
A	Labor Relations	18	11	51	62	323	296	619	Safety Center
A	Financial Admin/Prog	233	11	51	62	0	0	0	ASA(MRA)
A	Inventory Mgmt	501	4	57	61	197	167	364	ASA(FM)/CFSC
A	Military Personnel Mgmt	2010	31	10	41	582	202	784	AMC/DCSLOG
A	Training Instruction	205	1	39	40	472	326	798	AG School
A	General Facilities/Equip	1712	20	20	40	2085	407	2492	TRADOC/Int Cen
A	Housing Mgmt	1601	3	36	39	143	115	258	DCSLOG/ACE/Aviation
A	Traffic Mgmt	1173	14	23	37	322	108	430	ACE
A	Admin Officer	2130	6	30	36	309	334	643	AMC/Transport Center
A	Transportation Spec	341	20	15	35	365	79	444	AG School
A	Really	2101	11	22	33	157	101	258	AMC/Transport Center
A	Gen Inspect/Investigate Staffing	1170	2	30	32	301	150	451	Inspector General
A		1801	2	30	32	61	71	132	458
		212	5	24	29	227	202	429	ASA(MRA)

A	Recreation Specialist	188	22	3	25	296	10	306	331
A	General Arts/Info	1001	2	22	24	159	84	243	267
A	Financial Mgmt	505	0	23	23	2	68	70	93
A	Distribution/Storage Mgmt	2030	16	6	22	60	22	82	104
A	Sports Spec	30	19	2	21	273	9	282	303
A	Industrial Spec	1150	4	15	19	34	63	97	116
A	Social Services	187	17	0	17	155	1	156	173
A	Position Classification	221	0	17	17	43	58	101	118
A	Correctional Instit	6	9	6	15	1	2	3	18
A	Employee Relations	230	0	13	13	39	18	57	70
A	Ship Surveying	873	0	12	12	1	0	1	13
A	Freight Rate	2131	12	0	12	128	0	128	140
A	Visual Info	1084	4	6	10	244	36	280	290
A	Language Spec	1040	2	7	9	19	7	26	35
A	Equal Opportunity Compl	360	6	2	8	0	0	0	8
A	Facility Mgmt	1640	2	6	8	42	49	91	99
A	Employee Development	235	0	6	6	18	42	60	66
A	Support Services Admin	342	4	2	6	173	13	186	192
A	Customs Inspection	1890	6	0	6	0	0	0	6
A	Program Analysis	345	0	5	5	17	10	27	32
A	Communications Spec	393	1	3	4	3	1	4	8
A	Tech Writing/Editing	1083	1	3	4	97	96	193	197
A	Air Traffic Control	2152	0	4	4	93	231	324	328
A	Health System Spec	671	2	1	3	270	78	348	351
A	Audiovisual Production	1071	2	1	3	109	44	153	156
A	Writing/Editing	1082	2	1	3	145	47	192	195
A	Aviation Safety	1825	0	3	3	0	0	0	3
A	Funeral Directing	50	1	1	2	1	5	6	8
A	Civil Rights Analyst	160	0	2	2	0	0	0	2
A	Industrial Property	1103	1	1	2	69	24	93	95
A	Salary/Wage Admin	223	0	1	1	0	0	0	1
A	Contractor Industrial Rel	246	0	1	1	11	1	12	13
A	Tax Examiner	592	1	0	1	0	0	0	51
A	Medical Records Admin	669	1	0	1	40	10	50	197
A	Paralegal	950	0	1	1	186	10	196	2
A	Theater Spec	1054	1	0	1	2	0	2	3
A	Art Spec	1056	1	0	1	34	0	34	35

A	A	Property Disposal	1104	1	0	1	1	22	34	56	57	10
A	A	Appraising	1171	0	1	1	1	13	5	18	19	4
A	A	Building Mgmt	1176	0	1	1	1	27	12	39	40	5
A	A	Technical Info Services	1412	0	1	1	1	14	3	17	18	9
A	A	Printing Mgmt	1654	0	1	1	1	6	1	7	8	1
A	A	Laundry Mgmt	1658	1	0	1	1	38	20	58	59	1
A	A	Transportation Operations	2150	1	0	1	0	0	4	4	8	8
A	A	Clothing Design	62	0	0	0	0	0	0	1	1	1
A	A	Social Insurance Admin	105	0	0	0	0	0	0	0	1	1
A	A	Occupational Analysis	222	0	0	0	0	0	0	4	4	4
A	A	Time and Leave	590	0	0	0	0	0	1	1	1	1
A	A	Physician's Asst	603	0	0	0	0	81	36	117	117	1
A	A	Health System Admin	670	0	0	0	0	1	12	13	13	1
A	A	Hospital Housekeeping Mgmt	673	0	0	0	0	31	1	32	32	1
A	A	Public Health Prog Spec	685	0	0	0	0	1	0	1	1	1
A	A	Sanitarian	688	0	0	0	0	0	2	2	2	2
A	A	Construction Analyst	828	0	0	0	0	0	0	0	0	0
A	A	Hearings/Appeals	930	0	0	0	0	0	0	0	0	0
A	A	Clerk of Court	945	0	0	0	0	0	0	0	0	0
A	A	Passport Examiner	967	0	0	0	0	3	0	3	3	1
A	A	Interior Design	1008	0	0	0	0	7	9	16	16	1
A	A	Music Spec	1051	0	0	0	0	4	1	5	5	1
A	A	Public Utilities Spec	1130	0	0	0	0	4	2	6	6	1
A	A	Trade Spec	1140	0	0	0	0	2	1	3	3	1
A	A	Commissary Mgmt	1144	0	0	0	0	0	0	0	0	0
A	A	Financial Analysis	1160	0	0	0	0	2	1	3	3	1
A	A	Copyright	1210	0	0	0	0	0	0	0	0	0
A	A	Navigational Information	1361	0	0	0	1	3	4	4	4	1
A	A	Document Analysis	1397	0	0	0	0	0	6	6	6	1
A	A	Cemetery Admin	1630	0	0	0	0	4	0	4	4	1
A	A	Steward	1667	0	0	0	0	10	2	12	12	1
A	A	Compliance Inspection	1802	0	0	0	0	141	0	141	141	1
A	A	General Investigating	1810	0	0	0	0	7	11	18	18	1
A	A	Game Law Enforcement	1812	0	0	0	0	17	2	19	19	1
A	A	Air Safety Investigation	1815	0	0	0	0	0	2	2	2	1
A	A	Packaging	2032	0	0	0	0	19	30	49	49	1
A	A	Supply Cataloging	2050	0	0	0	0	10	0	10	10	1

		Total Adminstrative		2342		6875		9017		22131		18653		40784		49801		Transport Center	
C	Marine Cargo	Miscell Clerk/Asst	303	218	0	218	0	205	0	4282	16	4298	16	4516	0	AG School	AG School		
C	Secretary	Supply Clerk	318	205	0	205	0	204	0	5675	1	5676	1	5881	0	AG School	AG School		
C	Dispatching	Office Automation Clik	2005	204	0	77	0	77	4	2693	1	2694	0	2898	0	AMC/DCSLOG			
C	Mgmt/Program Clerk	Intelligence Clerk	2151	77	0	33	2	35	0	814	14	828	14	863	0	Transport Center			
C	Computer Clerk	Computer Clerk	344	23	0	29	0	29	0	1048	0	1048	0	1077	0	Multiple			
C	HR Assistant	HR Assistant	326	17	0	17	0	24	0	440	0	440	0	457	0	AG School	AG School		
C	Military Pay	Military Pay	134	14	0	14	0	14	0	744	5	749	5	763	0	Intel Center	Intel Center		
C	Mail/File Clerk	Computer Operation	335	10	0	10	0	10	0	147	0	147	0	157	0	DISC4	DISC4		
C	Budget Clerical	Budget Clerical	203	8	0	8	0	8	0	227	2	229	2	237	0	ASA(MRA)	ASA(MRA)		
C	Transportation Clerk	Transportation Clerk	545	7	0	7	0	7	0	583	1	584	1	591	0	OTJAG	OTJAG		
C	Legal Asst	Telephone Operator	305	9	0	9	0	9	0	651	1	652	1	661	0	ASA(FM)	ASA(FM)		
C	Voucher Examining	Voucher Examining	332	8	0	8	0	8	0	756	2	758	2	766	0	ASA(FM)/CFSC	ASA(FM)/CFSC		
C	Civilian Pay	Civilian Pay	561	8	0	8	0	8	0	202	0	202	0	208	0	Transport Center	Transport Center		
C	Military Personnel Clerk	Cash Processing	2102	7	0	7	0	7	0	303	2	303	2	3307	0	DISC4	DISC4		
C	Correspondence Clerk	Editorial Asst	986	6	0	6	0	6	0	54	0	54	0	57	0	ASA(FM)	ASA(FM)		
C	Clerk-Steno	Security Clerk	382	3	0	3	0	3	0	26	0	26	0	29	0	DISC4	DISC4		
C	Closed Mike Reporter	Financial Clerical	540	3	0	3	0	3	0	91	1	92	1	95	0	Intel Center	Intel Center		
C	Communications Clerk	Medical Support Asst	544	3	0	3	0	3	0	196	0	196	0	197	0	AG School	AG School		
C	Procurement Clerk	Workers Comp Examiner	204	2	0	2	0	2	0	303	2	303	2	3305	0	AG School	AG School		
C	Messenger	Information Receptionist	530	2	0	2	0	2	0	48	0	48	0	50	0	OTJAG	OTJAG		
C	Information Receptionist	Work Unit Supervisor	1087	2	0	2	0	2	0	102	0	102	0	104	0	ASA(RDA)	ASA(RDA)		
C	Work Unit Supervisor	Clerk-Typist	86	1	0	1	0	1	0	147	0	147	0	1487	0	Surgeon General	Surgeon General		
C	Clerk-Typist	Printing Clerk	309	1	0	1	0	1	0	28	0	28	0	29	0	DISC4	DISC4		
C	Procurement Clerk	Financial Clerical	312	1	0	1	0	1	0	14	0	14	0	15	0	AG School	AG School		
C	Medical Support Asst	Information Receptionist	319	1	0	1	0	1	0	25	0	25	0	26	0	AG School	AG School		
C	Workers Comp Examiner	Work Unit Supervisor	394	1	0	1	0	1	0	21	0	21	0	22	0	OTJAG	OTJAG		
C	Procurement Clerk	Clerk-Typist	503	1	0	1	0	1	0	198	0	198	0	199	0	ASA(RDA)	ASA(RDA)		
C	Messenger	Printing Clerk	679	1	0	1	0	1	0	1487	0	1487	0	1488	0	AG School	AG School		
C	Information Receptionist	Procurement Clerk	990	1	0	1	0	1	0	47	0	47	0	48	0	AG School	AG School		
C	Work Unit Supervisor	Messenger	1106	1	0	1	0	1	0	409	0	409	0	410	0	OTJAG	OTJAG		
C	Clerk-Typist	Information Receptionist	302	0	0	0	0	0	0	9	2	11	2	11	0	AG School	AG School		
C	Printing Clerk	Procurement Clerk	304	0	0	0	0	0	0	54	0	54	0	54	0	AG School	AG School		
C	Procurement Clerk	Information Receptionist	313	0	0	0	0	0	0	4	0	4	0	4	0	AG School	AG School		
C	Messenger	Work Unit Supervisor	322	0	0	0	0	0	0	111	0	111	0	111	0	OTJAG	OTJAG		
C	Information Receptionist	Clerk-Typist	351	0	0	0	0	0	0	5	0	5	0	5	0	ASA(RDA)	ASA(RDA)		

C	Data Transcriber	356	0	0	0	0	0	42	42
C	Coding	357	0	0	0	12	0	12	12
C	Claims Assistance	998	0	0	0	47	0	47	47
C	Office Drafting	1021	0	0	0	0	0	0	0
C	Property Disposal Clerk	1107	0	0	0	1	0	1	1
C	Sales Store Clerk	2091	0	0	0	17	0	17	17
C	Travel Clerk	2132	0	0	0	36	0	36	36
C	Shipment Clerk	2134	0	0	0	11	0	11	11
Total Clerical		892	3	895	24622	90	24712	25607	
O	Fire Protection	81	2166	67	2233	92	1	93	2326
O	Security Guard	85	1154	0	1154	20	0	20	1174
O	Police	83	801	8	809	15	0	15	824
O	Student Trainee	1559	0	5	5	0	0	0	5
O	Student Trainee	899	0	3	3	12	0	12	15
O	Student Trainee	699	1	0	1	0	0	0	1
O	Park Ranger	25	0	0	0	3	1	4	4
O	Fingerprint Identification	72	0	0	0	1	4	5	5
O	Student trainee	399	0	0	0	1	0	1	1
O	Student Trainee	1099	0	0	0	0	1	1	1
O	Student Trainee	1199	0	0	0	1	0	1	1
O	Student Trainee	1399	0	0	0	2	0	2	2
O	Student Trainee	1499	0	0	0	0	0	0	0
O	Student Trainee	2099	0	0	0	4	0	4	4
O	Student Trainee	2199	0	0	0	3	0	3	3
Total Other		4122	83	4205	154	7	161	4366	
P	Contracting	1102	1034	2184	3218	465	292	757	3975
P	General Eng	801	7	1704	1711	191	1661	1852	3563
P	Mechanical Eng	830	35	1259	1294	11	574	585	1879
P	Electronics Eng	855	50	1004	1054	24	1485	1509	2563
P	Attorney	905	0	670	670	1	31	32	702
P	Operations Research	1515	1	422	423	23	836	859	1282
P	Computer Eng	854	2	311	313	1	196	197	510
P	General Physical Sci	1301	2	258	260	22	289	311	571
P	Chemical Eng	893	5	241	246	7	54	61	307
P	General Education/Training	1701	173	31	204	839	135	974	1178
P	Chemistry	1320	9	185	194	76	157	233	427
P	Civil Eng	810	8	153	161	234	1499	1733	1894

P	Computer Science	1550	0	125	93	98	223
P	Industrial Eng	896	16	95	111	108	151
P	Mathematics	1520	1	103	104	9	10
P	Environmental Eng	819	6	91	97	421	512
P	Physics	1310	1	94	95	5	62
P	Accounting	510	9	83	92	274	384
P	Social Sciences	101	66	27	93	345	176
P	Aerospace Eng	861	0	79	79	1	49
P	Electrical Eng	850	3	75	78	67	335
P	Safety Eng	803	0	51	51	5	86
P	Materials Eng	806	1	50	51	0	5
P	Ed/Vocational Training	1710	23	8	31	165	36
P	Instructional Systems	1750	0	30	30	218	269
P	Psychologist	180	12	17	29	151	214
P	Auditing	511	5	23	28	71	862
P	Health Physics	1306	1	26	27	10	37
P	Education Services	1740	10	16	26	380	96
P	Food Technology	1382	0	22	22	0	0
P	Librarian	1410	10	9	19	182	81
P	Social Work	185	13	4	17	202	88
P	Microbiology	403	0	17	17	32	20
P	Meteorology	1340	0	16	16	0	2
P	Nurse	610	14	0	14	1940	207
P	General biology	401	0	13	13	103	140
P	Medical Officer	602	0	13	13	4	421
P	Fire Protection Eng	804	2	9	11	0	0
P	Textile Technology	1384	0	11	11	2	0
P	Patent Attorney	1222	10	10	0	13	13
P	Metallurgy	1321	0	10	10	0	2
P	Math Statistician	1529	0	9	9	2	3
P	International Relations	131	0	7	7	1	9
P	Industrial Hygiene	690	0	7	7	57	131
P	Foreign Affairs	130	0	6	6	0	2
P	Historian	170	0	6	6	29	97
P	Cartography	1370	0	6	6	10	17
P	Gen Health Science	601	2	3	5	21	57
P	Architecture	808	1	4	5	57	200

DISC4

ASA(MRA)/INTEL
AMC/ACE/INTEL
AMC/ACE
AMC/ACE/INTEL
ASA(FM)
Surgeon Gen
INTEL
AMC/ACE
Safety/Intel Centers
ACE/INTEL
Multiple
TRADPC
Surgeon Gen
ASA(FM)
AMC/Safety Center
DCS PER
AMC
DISC4
AMC
INTEL
Surgeon General
Multiple
Surgeon General
Safety Center
Not assigned
OTJAG
AMC
AMC
DCS OPS
Surgeon General
DCS OPS
Ch of Milt Hist
ACE
Surgeon General
ACE

P	Pharmacist	660	0	0	4	267	80	347	351
P	Nuclear Eng	840	0	3	3	0	0	0	3
P	Statistician	1530	0	3	3	6	24	30	33
P	Economist	110	0	2	2	1	10	11	13
P	Occupational Therapist	631	2	0	2	32	0	32	34
P	Physical Therapist	633	2	0	2	30	0	30	32
P	Speech Pathology	665	2	0	2	22	36	58	60
P	Community Planning	20	0	1	1	6	22	28	29
P	Ecology	408	0	1	1	4	7	11	12
P	Entomology	414	0	1	1	6	17	23	24
P	Forestry	460	1	0	1	35	9	44	45
P	Wildlife Biology	486	1	0	1	26	8	34	35
P	Landscape Architecture	807	0	1	1	0	5	5	6
P	Biomedical Eng	858	0	1	1	1	0	3	4
P	Patent Adviser	1221	0	1	1	0	3	3	3
P	Chaplain	60	0	0	0	1	2	3	3
P	Geographer	150	0	0	0	0	19	19	19
P	Anthropology	190	0	0	0	4	30	34	34
P	Archaeology	193	0	0	0	12	26	38	38
P	Pharmacology	405	0	0	0	0	11	11	11
P	Zoology	410	0	0	0	0	2	2	2
P	Physiology	413	0	0	0	1	14	15	15
P	Toxicology	415	0	0	0	0	21	21	21
P	Botany	430	0	0	0	11	0	11	11
P	Rangeland Mgmt	454	0	0	0	9	1	10	10
P	Soil Conservation	457	0	0	0	2	1	3	3
P	Soil Science	470	0	0	0	0	1	1	1
P	Agronomy	471	0	0	0	16	6	22	22
P	Gen Fish/Wildlife Admin	480	0	0	0	6	4	10	10
P	Fishery Biology	482	0	0	0	1	0	1	1
P	Home Economics	493	0	0	0	1	0	1	1
P	Dietitian	630	0	0	0	24	3	27	27
P	Recreation/Arts Therapist	638	0	0	0	5	1	6	6
P	Medical Technologist	644	0	0	0	0	538	30	568
P	Optometrist	662	0	0	0	6	4	10	10
P	Podiatrist	668	0	0	0	0	9	9	9
P	Dental Officer	680	0	0	0	0	40	40	40

P	Consumer Safety	696	0	0	0	0	0	0	20	0	0	20	20
P	Veterinary	701	0	0	0	0	2	3	5	5	5	5	5
P	Agricultural Eng	890	0	0	0	0	1	0	1	1	1	1	1
P	Ceramic Eng	892	0	0	0	0	0	1	1	1	1	1	1
P	Welding Eng	894	0	0	0	0	0	1	1	1	1	1	1
P	Museum Curator	1015	0	0	0	0	26	38	64	64	64	64	64
P	Geophysics	1313	0	0	0	0	0	4	4	4	4	4	4
P	Hydrology	1315	0	0	0	0	2	8	10	10	10	10	10
P	Geology	1350	0	0	0	0	24	72	96	96	96	96	96
P	Oceanography	1360	0	0	0	0	0	1	1	1	1	1	1
P	Archivist	1420	0	0	0	0	0	8	7	15	15	15	15
P	Cryptography	1540	0	0	0	0	0	1	0	1	1	1	1
P	Education Program	1720	0	0	0	0	0	0	3	3	3	3	3
Total Professional		9611	1534	9611	11145	7526	12547	20073	12547	20073	31218	31218	31218
T	Engineering Tech	802	132	268	400	1480	172	1652	1652	2052	2052	2052	2052
T	Production Control	1152	232	13	245	139	7	146	146	391	391	391	391
T	Electronics Tech	856	142	90	232	469	128	597	597	829	829	829	829
T	Ed/Training Tech	1702	47	3	50	1485	55	1540	1540	1590	1590	1590	1590
T	Industrial Eng Tech	895	31	9	40	66	9	75	75	115	115	115	115
T	Aircraft Operation	2181	1	33	34	5	228	233	233	267	267	267	267
T	Accounting Tech	525	33	0	33	440	0	440	440	473	473	473	473
T	Gen Telecom	392	19	0	19	91	0	91	91	110	110	110	110
T	Physical Sci Tech	1311	8	9	17	141	1	142	142	159	159	159	159
T	Engineering Drafting	818	14	0	14	33	0	33	33	47	47	47	47
T	Safety Tech	19	11	0	11	72	1	73	73	84	84	84	84
T	Construction Control	809	11	0	11	586	75	661	661	672	672	672	672
T	Social Services Aid	186	6	0	6	164	0	164	164	170	170	170	170
T	Recreation Aid	189	6	0	6	500	1	501	501	507	507	507	507
T	Library Tech	1411	5	0	5	339	0	339	339	344	344	344	344
T	Contract Representative	962	4	0	4	230	0	230	230	234	234	234	234
T	Environ Protect Tech	29	3	0	3	49	1	50	50	53	53	53	53
T	Illustrating	1020	2	1	3	74	2	76	76	79	79	79	79
T	Purchasing	1105	3	0	3	246	0	246	246	249	249	249	249
T	Photography	1060	2	0	2	176	2	178	178	180	180	180	180
T	Geodetic Tech	1374	0	2	2	5	0	5	5	7	7	7	7
T	Biological Science Tech	404	1	0	1	56	0	56	56	57	57	57	57
T	Health Aid	640	1	0	1	1164	1	1164	1164	1166	1166	1166	1166

T	Loss/Damage Claims Exam	992	1	0	0	1	70	10	80	81	OTJAG
T	Museum Tech	1016	1	0	1	1	16	0	16	17	Ch Military Hist
T	Meteorological Tech	1341	0	1	1	1	0	0	0	0	AMC
T	Food Inspection	1863	1	0	1	1	0	1	1	1	Not assigned
T	Guide	90	0	0	0	0	1	0	1	2	USACE
T	Psychology Assistant	181	0	0	0	0	7	0	7	7	Surgeon Gen
T	Equal Opportunity Asst	361	0	0	0	0	47	0	47	47	ASA(MRA)
T	Radio Operator	389	0	0	0	0	0	0	0	0	DISC4
T	Telecom processing	390	0	0	0	0	85	0	85	85	DISC4
T	Soil Conservation Tech	458	0	0	0	0	0	0	0	0	USACE
T	Forestry Tech	462	0	0	0	0	53	0	53	53	USACE
T	Practical Nurse	620	0	0	0	0	1011	0	1011	1011	Surgeon General
T	Nursing Asst	621	0	0	0	0	415	0	415	415	Surgeon General
T	Medical Supply Aide	622	0	0	0	0	68	1	69	69	Surgeon General
T	Autopsy Asst	625	0	0	0	0	2	0	2	2	Surgeon General
T	Rehab Therapy Asst	636	0	0	0	0	26	0	26	26	Surgeon General
T	Nuclear Medicine Tech	642	0	0	0	0	34	0	34	34	Surgeon General
T	Medical Technician	645	0	0	0	0	359	0	359	359	Surgeon General
T	Pathology Technician	646	0	0	0	0	93	1	94	94	Surgeon General
T	Diagnostic Radiologic Tech	647	0	0	0	0	367	1	368	368	Surgeon General
T	Therapeutic Radiologic Tech	648	0	0	0	0	17	0	17	17	Surgeon General
T	Medical Instrument Tech	649	0	0	0	0	198	0	198	198	Surgeon General
T	Medical Technical Asst	650	0	0	0	0	1	0	1	1	Surgeon General
T	Respiratory Therapist	651	0	0	0	0	80	0	80	80	Surgeon General
T	Pharmacy Tech	661	0	0	0	0	233	0	233	233	Surgeon General
T	Restoration Tech	664	0	0	0	0	2	0	2	2	Surgeon General
T	Orthotist/Prosthetist	667	0	0	0	0	37	1	38	38	Surgeon General
T	Medical Records Tech	675	0	0	0	0	470	1	471	471	Surgeon General
T	Dental Asst	681	0	0	0	0	979	0	979	979	Surgeon General
T	Dental Hygiene	682	0	0	0	0	143	0	143	143	Surgeon General
T	Dental Aid	683	0	0	0	0	107	0	107	107	Surgeon General
T	Animal Health Tech	704	0	0	0	0	4	0	4	4	Surgeon General
T	Surveying Tech	817	0	0	0	0	16	0	16	16	ACE
T	Legal Instruments Examiner	963	0	0	0	0	11	0	11	11	OTJAG
T	Exhibits Spec	1010	0	0	0	0	35	2	37	37	Ch Military Hist
T	Patent Tech	1202	0	0	0	0	1	0	1	1	OTJAG
T	Hydrologic Tech	1316	0	0	0	0	1	0	1	1	ACE

T	Cartographic Tech	1371	0	0	0	22	2	24	24
T	Archives Tech	1421	0	0	0	16	0	16	16
T	Math Tech	1521	0	0	0	1	0	1	1
T	Statistical Asst	1531	0	0	0	51	0	51	51
T	Loss/Damage Claims Exam	2135	0	0	0	15	0	15	15
T	Cargo Scheduling	2144	0	0	0	1	0	1	1
T	Air Traffic Asst	2154	0	0	0	44	0	44	44
T	Aircraft Tech	2185	0	0	0	1	0	1	1
T	Social Sciences Tech	102	0	0	0	9	0	9	9
T	Total Technical	7117	429	1146	1329	702	13931	15077	
N/A, NO SUCH SERIES		229	0	0	0	2	0	2	2
N/A, NO SUCH SERIES		274	0	0	0	5	0	5	5
N/A, no such series		397	0	0	0	3	3	6	6
NA, no such series		427	0	0	0	11	0	11	11
NA, no such series		1047	0	0	2	0	2	2	2

ENCLOSURE 4

**Specific high to low grade strength ratios that have to be maintained
in order to sustain in the aggregate the standard grade structure**

Assuming grade 12 is the peak - the ratios are :

Grade 12 to Grade 11	114% that is grade 12 strength has to be 114% of grade 11 strength
Grade 11 to Grade 9/10	110% that is grade 11 strength has to be 110% of grade 9/10 strength
Grade 9/10 to Grade 7-8	52% that is grade 9/10 strength has to be 52% of grade 7-8 strength
Grade 7-8 to Grade 1-4	115% that is grade 7-8 strength has to be 115% of grade 1-4 strength